



**Cymdeithas  
Plant Dewi  
Sant**

**St David's  
Children's  
Society**



# **CANDIDATE RECRUITMENT PACK**

# WELCOME TO ST DAVID'S

## A letter from our CEO, Jason Baker

Hello and welcome to St David's Children Society. Thank you so much for your interest in this post and in working for St David's. On the following pages you will find more details about the organisation and the range of services we offer. We hope this information helps you to understand more about St David's, our ethos and values, and the work that we undertake. St David's is a registered charity and not for profit adoption and fostering agency.

Established in 1942 we are the longest serving Adoption Agency in Wales and we are a partner in the National Adoption Service. Whilst we celebrate our expertise in adoption, we consistently seek to build our services so that we are responsive to the overarching needs of the permanency sector in Wales. In 2022 St David's registered as a fostering agency in order to deliver Welsh Early Permanence and a therapeutically informed fostering service.

We also host AFKA Cymru, a successful training and consultancy service which spans the permanency spectrum of adoption, fostering, kinship care and SGO arrangements.

We believe that every child has the right to grow up in a loving family and all our services work towards achieving this aim. Our modern and progressive **adoption services**, our forward-thinking and bespoke **fostering service** and our expert **training and consultancy** service all strive towards achieving the best, and most appropriate, outcomes for children in Wales.

Our services work cohesively offering a 'modernisation of placements' approach providing a range of placement choices, delivered by skilled and expert staff, intended to ensure that the needs of children are met. We welcome applications from individuals who shares our values and our passion for our work; someone who is committed to achieving the best possible outcomes for vulnerable children in Wales; and someone who can work as part of a small team to support the organisation to grow, develop and prosper.

We look forward to receiving your application.



**JASON BAKER, CEO**



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# ABOUT US

St David's Children Society specialises in adoption, fostering and permanency planning for children and is registered as a not-for-profit Voluntary Adoption and Fostering Agency.

Our **Adoption Service** is dedicated to finding families for vulnerable children across Wales, and committed to ensuring families receive the best post placement and post adoption care.

Our **Fostering Service** offers bespoke, Wales-focused, fostering provision. It is committed to finding foster parents for children looked after in Wales and to offering therapeutic post placement support. Through our fostering registration we also deliver Welsh Early Permanence.

Our **Association for Fostering, Kinship and Adoption (AFKA) Cymru** service develops and embeds good practice across the breadth of permanency planning for children and young people.

## St David's Ethos

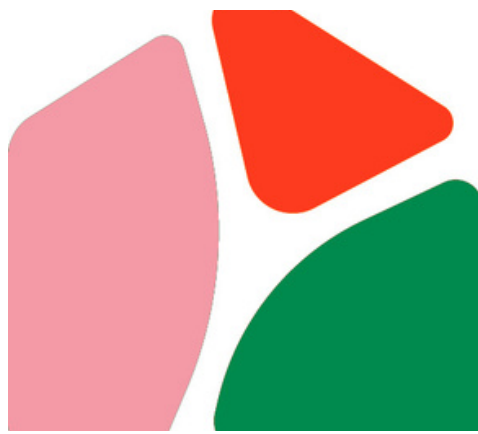
The purpose of St David's is to be an authentic voice of adoption and other permanent placement arrangements for children in Wales. We celebrate the diversity and complexity of the sector, and the rewarding futures offered to children, parents and families alike.

## St David's Values

- **An Open Door** We are available, accessible, and open to people interested in achieving permanency for children across Wales.
- **A Genuine Welcome** We offer a warm, genuine, and honest approach in how we deliver our services.
- **An Inspiring Outlook** We are enthusiastic, creative, and progressive in developing and delivering our services.
- **A Responsible Guide** We are supportive, responsive, and guiding, building long-lasting relationships with people and professionals.
- **A Supportive Professional** We are dedicated and reliable in offering expertise in our service delivery.

# OUR SERVICES

St David's Children Society is a registered adoption and fostering charity and children are at the heart of all we do. Below are the services we deliver.



## ST DAVID'S ADOPTION SERVICE

**Vision** Every child with an adoption plan in Wales is found a loving family and supported to be the best that they can be.

**Mission** Every adoption journey starts with a child. Our modern and responsive adoption service enables and supports our families across Wales to help children grow and thrive throughout their lives, valuing all relationships that are important to them.

## ST DAVID'S FOSTERING SERVICE

**Vision** Every child living with a foster family is provided with a nurturing environment in which to grow and thrive.

**Mission** Through a modernisation of placement approach we will provide open recruitment focused on the needs of children looked after (CLA) and will support families who can nurture children living in Wales where a foster placement is needed.

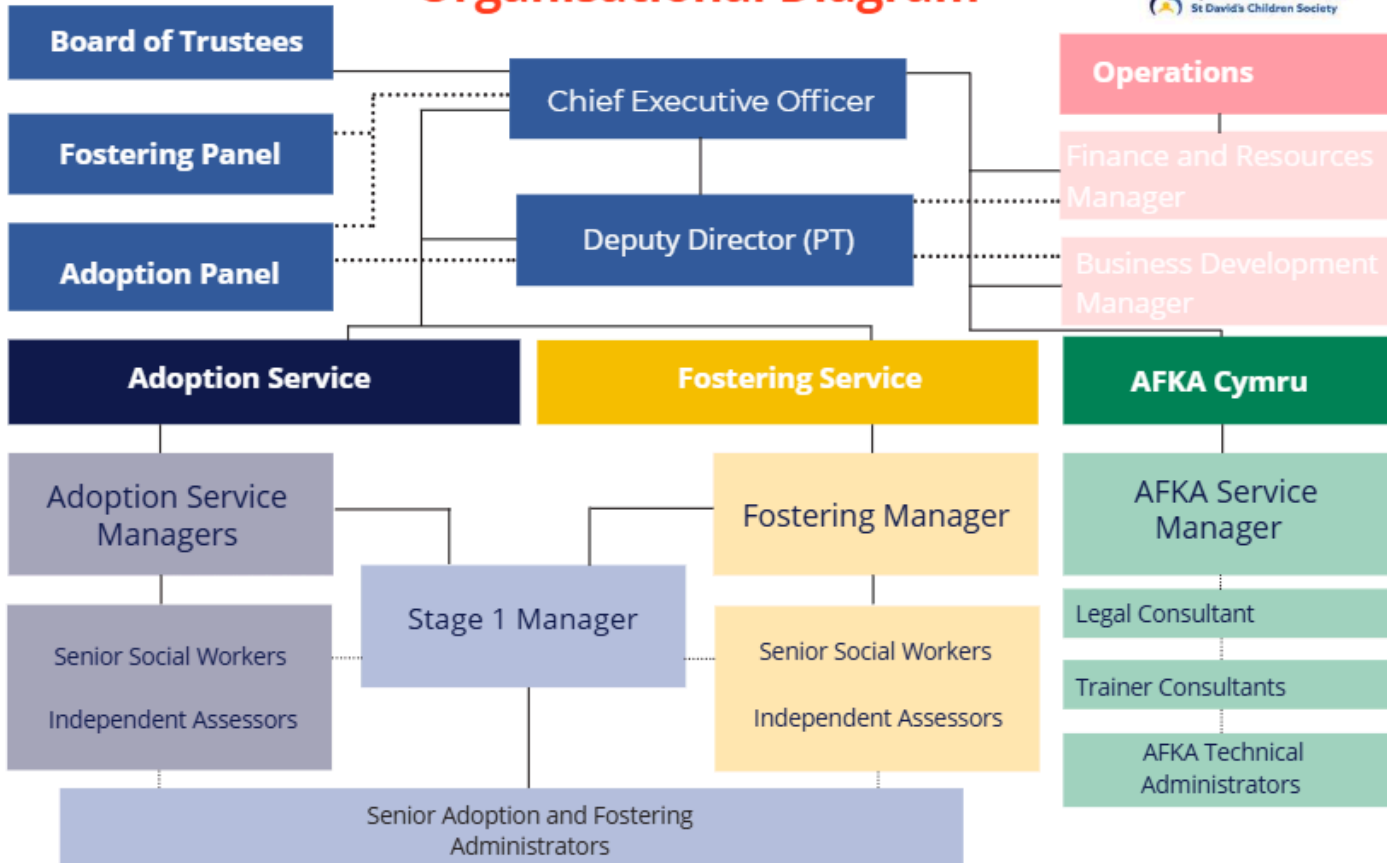
## AFKA CYMRU

**Vision** Today's knowledge supporting tomorrow's families.

**Mission** To develop and influence good practice across the breadth of permanency planning for children and young people. We provide advice, training and consultancy to professionals and members of the public to embed practice that achieves the best outcomes for children and their families.

# OUR TEAM

## Organisational Diagram



The staff at St David's are our most important asset. We are proud to have a diverse team of professionals who are skilled and committed to their work and who offer a supportive and welcoming environment to all.

As a registered charity our work is governed by our Board of Trustees, our senior leadership team is supported by a management team made up of service managers, a Finance and Resource manager and Business Development manager. Our staff teams include senior social workers, trainer consultants, a Stage 1 Manager, and technical and senior administrators.

Staff wellbeing is core to our work and we consistently seek to ensure our staff are supported in helping children and families achieve the best possible outcomes through adoption and permanency arrangements.

# WHAT WE OFFER

St David's Children Society has been finding families for vulnerable children in Wales for over 80 years. None of our work would be possible without the skilled, dedicated and committed staff of St David's.

While working for St David's you will receive a competitive package, some of which includes

- Contributory Pension Scheme (including optional pension salary sacrifice)
- 25 days Annual Leave (Pro Rata for Part Time)
- Employee Assistance Programme

## Family Friendly Approaches

As a child-centred organisation we offer flexible working arrangements aimed at supporting the needs of our staff.

## Professional Development Opportunities

Your professional development is important to us and we support the Continued Professional Development of our staff by providing a selection of training to support staff in their roles. We will also consider individual staff requests for training and development.

## Equality, Diversity and Inclusion

St David's is committed to the principles of equal opportunity in employment. We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. We actively support diversity and inclusion and ensure that all our staff are valued and treated with dignity and respect.

St David's is part of the Disability Confident Employer Scheme. This is a nationally recognised accreditation scheme designed to encourage employers to recruit and retain disabled people and those with health conditions. As Disability Confident Employer we wish to demonstrate our commitment to equality for people with different needs in the work place and to inclusivity.

# APPLICANT INFORMATION

We aim to ensure that every applicant is treated fairly. The information you provide in your application form is the only information we will use in deciding whether or not you will be shortlisted for the selection process. Your application form is therefore very important and the following advice is designed to help you to complete it as effectively as possible.

Your application form should be filled in as completely and as clearly as possible so that we can consider all applicants on the same basis.

## **Person Specification**

The person specification is the list of criteria or requirements regarded as necessary for the post. To be considered for interview you need to fulfil the points of the person specification, demonstrating your abilities by telling us about your experience, skills and knowledge.

## **Shortlisting**

After the closing date, the application forms are read very carefully to see how each person's skills and experience relate to the skills and experience of the person specification. Applicants who meet these requirements are shortlisted for interview. Only information contained in the application will be considered in making the decision to shortlist.

## **Interviews**

An interview panel will ask each candidate questions covering the relevant criteria, to allow you to expand on your application and show how you meet the essential requirements of the post. Depending on the role, you may be asked to complete a task or presentation during the interview process.

You will also have opportunity to ask any questions about the role and working in one of St David's Children Society services at the end of the interview.

The interview panel members keep a record of their assessment of applications so that the reason for their decision is clear and consistent.

# CHOOSING TO APPLY

Should you wish to apply to the role you can find more details, including the Job Description, Person Specification and Application Form on our website [stdavidsadoptionsservice.org](http://stdavidsadoptionsservice.org), [stdavidsfosteringsservice.org](http://stdavidsfosteringsservice.org) or [afkacymru.org.uk](http://afkacymru.org.uk)

Alternatively, you can email [HR@stdavidscs.org](mailto:HR@stdavidscs.org) for more information.

## CONTACT

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